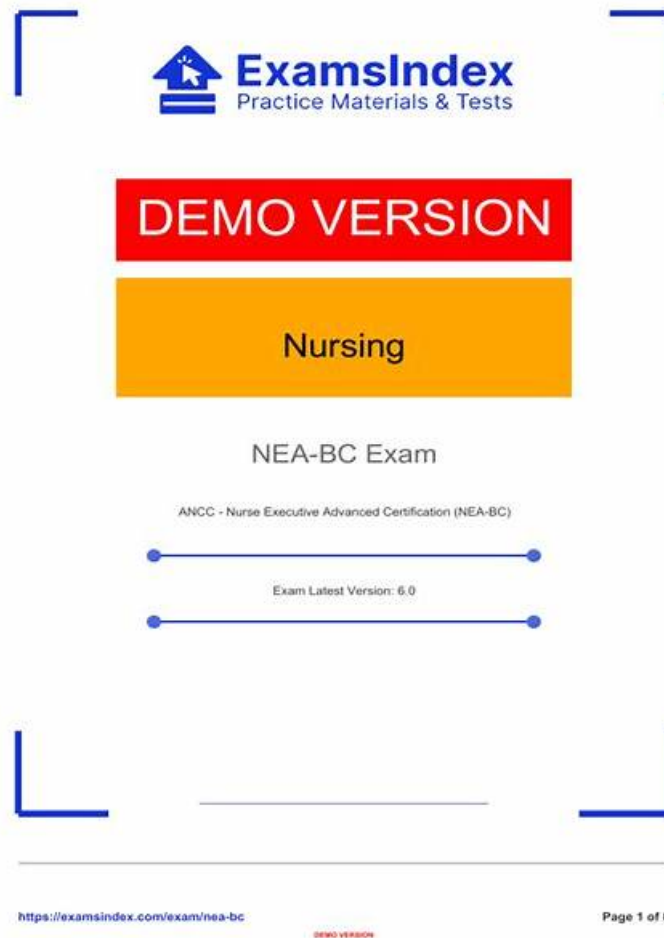


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Nursing ANCC - Nurse Executive Advanced Certification (NEA-BC) Sample Questions (Q169-Q174):

NEW QUESTION # 169

What new model used suggests that this approach to unit management may be more successful in the long run and allows staff nurses to be part of the decision-making process about the organization of work on their unit?

- A. accountability model
- B. team nursing model
- C. shared governance model
- D. functional nursing model

Answer: C

Explanation:

The model that suggests this approach to unit management may be more successful in the long run and allows staff nurses to be part of the decision-making process about the organization of work on their unit is the "shared governance model." The shared governance model is a framework designed to integrate the clinical staff into the decision-making processes that affect their work environment and the care they provide. This model is grounded in the principle that nurses at all levels should have a voice in the governance of their work and the policies that influence their practice.

By involving staff nurses in decision-making, shared governance promotes a sense of ownership and responsibility among the nurses. This inclusion not only enhances job satisfaction but also motivates the staff to maintain high standards in their clinical practice. When nurses feel that their expertise and insights are valued, they are more likely to be committed to organizational goals and patient care improvement.

Research and practice have shown that shared governance can lead to greater accountability for nursing practices. Nurses become more engaged in ensuring that the care provided meets the highest professional standards because they have a direct role in shaping those standards. This heightened accountability often results in improved clinical outcomes as nurses are personally invested in the results of their care.

Furthermore, the shared governance model contributes to greater efficiency in healthcare settings. With nurses directly involved in policy-making and operational decisions, issues can be identified and addressed more quickly, reducing inefficiencies and enhancing the overall effectiveness of the healthcare team.

In summary, the shared governance model is vital for the long-term success of healthcare organizations as it empowers nurses, improves satisfaction, enhances clinical outcomes, and increases efficiency. This approach ensures that those who are closest to the patient care process are integral in shaping how that care is delivered, leading to more effective and sustainable healthcare practices.

NEW QUESTION # 170

When the nurse manager establishes performance or outcome standards and determines action plans to improve performance, he or she is functioning in which of the following management functions?

- A. directing
- B. staffing
- C. organizing
- D. controlling

Answer: D

Explanation:

When the nurse manager establishes performance or outcome standards and determines action plans to improve performance, he or she is primarily engaged in the management function known as "controlling." The controlling function in management involves monitoring the organization's progress toward its goals and making necessary adjustments to ensure that those goals are achieved efficiently and effectively. In the context of nursing management, this function is critical to ensuring that the healthcare facility operates smoothly and that patient care meets the established standards.

Within the controlling function, the nurse manager plays several key roles: 1. **Establishing Performance or Outcome Standards:** This involves setting specific benchmarks or criteria that define the expected level of performance or the desired outcomes. These standards help in measuring the actual performance of nurses and other staff members against what is expected. 2. **Determining Action Plans to Improve Performance:** After setting the performance standards, the nurse manager needs to identify areas where performance may be lacking and develop strategies or action plans aimed at improving these areas. This could involve training programs, revising work processes, or introducing new tools and technologies to aid in patient care. 3. **Evaluating Employee Performance:** An essential part of the controlling function is the continuous assessment of employee performance. This is typically done through performance appraisals and feedback sessions. By evaluating staff performance regularly, the nurse manager can

provide constructive feedback, recognize achievements, and address any issues promptly, which further aids in maintaining or enhancing the quality of care provided.

Ultimately, the controlling function is about ensuring that the healthcare facility not only reaches its goals but also maintains a high standard of operation and care. It is a dynamic process that requires constant attention and adaptation by the nurse manager to respond to the ever-changing healthcare environment. This function is integral to the overall effectiveness and efficiency of healthcare services, directly impacting patient outcomes and organizational success.

NEW QUESTION # 171

What is the eighth provision in the Code of Ethics for Nurses?

- A. "The nurse participates in establishing, maintaining, and improving health care environments and conditions of employment conducive to the provision of quality health care and consistent with the values of the profession through individual and collective action."
- B. "The nurse owes the same duties to self as to others, including the responsibility to preserve integrity and safety, to maintain competence, and to continue personal and professional growth."
- C. "The nurse collaborates with other health professionals and the public in promoting community, national, and international efforts to meet health needs."
- D. "The nurse participates in the advancement of the profession through contributions to practice, education, administration, and knowledge development."

Answer: C

Explanation:

Provision 5: "The nurse owes the same duties to self as to others, including the responsibility to preserve integrity and safety, to maintain competence, and to continue personal and professional growth." Provision 6: "The nurse participates in establishing, maintaining, and improving health care environments and conditions of employment conducive to the provision of quality health care and consistent with the values of the profession through individual and collective action." Provision 7: "The nurse participates in the advancement of the profession through contributions to practice, education, administration, and knowledge development." Provision 8: "The nurse collaborates with other health professionals and the public in promoting community, national, and international efforts to meet health needs."

NEW QUESTION # 172

Which of the following is not permitted under the Health Insurance Portability and Accountability Act (HIPAA)?

- A. Disclosing information about treatment a patient has received without using the patient's name
- B. Listing treatments a patient has received in a hospital directory
- C. Sharing information with other healthcare providers for treatment purposes
- D. Communicating with patients through e-mail

Answer: B

Explanation:

The question posed is which of the following activities is not permitted under the Health Insurance Portability and Accountability Act (HIPAA). The options provided relate to various scenarios in which patient information might be used or disclosed in a healthcare setting.

HIPAA, enacted in 1996, establishes national standards to protect individuals' medical records and other personal health information. It applies to health plans, healthcare clearinghouses, and those healthcare providers that conduct certain healthcare transactions electronically. The purpose of HIPAA is to ensure that individuals' health information is properly protected, while allowing the flow of health information needed to provide high-quality health care.

Among the options provided, sharing information with other healthcare providers for treatment purposes is permitted under HIPAA. This is because HIPAA allows the disclosure of health information for treatment activities without requiring patient consent. For example, a doctor may share information with another healthcare provider to consult on a patient's case, or a general practitioner may send patient records to a specialist who needs the information to treat the patient.

Communicating with patients through email is also generally permitted under HIPAA, provided that reasonable safeguards are maintained to ensure the privacy and security of the patient's information. Healthcare providers must ensure that any transmission of electronic protected health information (ePHI) complies with HIPAA security requirements, which may include encryption or other technology to secure the information.

Disclosing information about treatment a patient has received without using the patient's name, generally referred to as de-identified information, is permitted under HIPAA. De-identification involves removing identifiers such as name, address, birth date, and Social

Security Number, that can be used to trace the information back to an individual. Once the information is de-identified, it no longer falls under HIPAA regulations because it does not disclose personally identifiable information.

However, listing treatments a patient has received in a hospital directory is not permitted under HIPAA. HIPAA rules generally allow hospitals to maintain a directory with limited information about patients, such as the patient's name, location in the facility, general health condition described in terms such as good, fair, serious, etc., and religious affiliation. This information can be released to people who ask for the patient by name, unless the patient has opted out of being included in the directory. Detailed information about specific treatments received by the patient should not be included in the directory as it goes beyond the scope of what can be disclosed without explicit patient authorization. Therefore, the option "Listing treatments a patient has received in a hospital directory" is the activity not permitted under HIPAA, as it violates the privacy rule concerning the disclosure of specific medical information without patient consent.

NEW QUESTION # 173

After a patient has been classified by acuity, what would it tell the manager?

- A. How many hours of nursing care is going to be required to treat the patient.
- B. What the staffing mix of the unit should be.
- C. None of the above
- D. How much revenue the patient will make for the facility.

Answer: A

Explanation:

When a patient is classified by acuity in a healthcare setting, it primarily informs the healthcare manager about the level of nursing care required for the patient. Acuity classification systems are designed to assess the severity of a patient's condition and determine the intensity of medical care they need. This system helps in managing and allocating the appropriate nursing resources to ensure that patients receive the necessary level of care based on their specific health conditions.

Acuity levels are generally divided into categories such as low, moderate, and high. Each level dictates a different requirement of nursing attention and care duration: 1. **Low Acuity**: Patients may need routine monitoring and less frequent nursing interventions. These patients are often stable and recovering, requiring basic care and observation. 2. **Moderate Acuity**: These patients might have conditions that require more frequent checks and a moderate level of nursing intervention, possibly including medication management and assistance with daily activities. 3. **High Acuity**: Patients classified under high acuity need constant and intensive nursing care. They might be in critical condition, requiring complex and frequent medical interventions to stabilize their health. By understanding the acuity level, the manager can make informed decisions about staffing. This includes determining the number of nurses required on a shift and their levels of expertise to match the care needs of the patients assigned. For instance, a unit with predominantly high-acuity patients will need a higher proportion of specialized and experienced nursing staff compared to a unit with mostly low-acuity patients.

Furthermore, acuity classification aids in ensuring optimal patient outcomes and efficient use of hospital resources. It prevents scenarios where high-acuity patients receive insufficient attention or low-acuity patients unnecessarily use up extensive medical resources. This system also supports the hospital's operational efficiency by aligning patient needs with nurse staffing, ultimately aiming to provide safe, quality care while managing the workload and preventing nurse burnout.

Hence, the correct understanding and implementation of acuity classification not only assist managers in staffing and resource allocation but also play a vital role in enhancing patient care, safety, and the overall functioning of healthcare facilities. This focus on tailored care ensures that each patient receives attention based on their specific medical requirements, leading to better health outcomes and more effective management of hospital resources.

NEW QUESTION # 174

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